

GEORGIA ORGANIZATION OF NURSE LEADERS STRATEGIC PLAN – 2008-2009

OUR VISION

Shaping the future of health care through innovative nursing leadership

OUR MISSION

To represent nurse leaders who improve healthcare. GONL members are leaders in collaboration and catalysts for innovation.

OUR VALUES

- Creativity
- Excellence
- Integrity
- Leadership
- Stewardship
- Diversity

OUR BEHAVIORS

- Futurist
- Synthesizer
- Partner
- Convener
- Provocateur
- Designer
- Broker

OUR CORE BUSINESSES

- Education and leadership development
- Public policy advocacy
- Career development
- Information resources
- Local (District) Chapters
- Membership Engagement
- Research

G.O.N.L. GOALS AND STRATEGIES

#1 - Design of Future Patient Care Delivery Systems

Nurse leaders are active and recognized leaders in the design, implementation and evaluation of future patient care delivery systems that effectively leverage human, financial and technological resources to produce high-quality, safe, and patient-centered health care.

OBJECTIVES	PLAN OF ACTION STEPS TO COMPLETION	IMPLEMENTATION TIMELINE COMPLETION DATES	RESPONSIBILITY	MEASURES OF SUCCESS OUTCOMES
<p>The health care industry looks to AONE as a knowledge leader on nursing leadership initiatives to design, implement and evaluate high-quality patient care delivery systems.</p> <p>Nurse leaders are actively involved and perceived as leaders in the development of cultures within health care organizations in which patient safety is paramount.</p>	<ol style="list-style-type: none"> 1. Call for best practices regarding health care delivery from around the state and present these best practices at the June and November nursing meetings. 2. Publish / share best practices regarding patient safety through the newsletter and GHA website. <ul style="list-style-type: none"> ■ Article in the quarterly GONL newsletter ■ Provide links to the PHA & other patient safety website 	<p>June 2009 @ Nurse Institute</p> <p>November @ GONL Annual Meeting</p> <p>Quarterly</p>	<p>Mary Anderson</p> <p>Jan Keys</p> <p>Mary Anderson</p>	

#2 - Healthful Practice Environments

GONL and its members are state leaders in creating positive and healthful practice environments.

OBJECTIVES	PLAN OF ACTION STEPS TO COMPLETION	IMPLEMENTATION TIMELINE COMPLETION DATES	RESPONSIBILITY	MEASURES OF SUCCESS OUTCOMES
<p>GONL and its members collaborate with other disciplines and health professionals to create positive and healthful practice/work environments.</p> <p>Nurse Leaders serve as catalysts for change by advocating for and nurturing stronger and more meaningful partnerships between nursing and support services, using AONE's <i>Guiding Principles for Relationships Among Nursing and Support Services in the Clinical Setting</i> as a guide.</p>	<ol style="list-style-type: none"> 1. Maintain GONL representation at the GHA board level. 2. Write white paper on "Multi-disciplinary Healthful Practice Work Environment" and present draft of paper at GONL annual meeting in November 2009. 	<ol style="list-style-type: none"> 1. Ongoing 2. November 2009 	<p>Lynda Ridley Joanie Jackson (HMC)</p>	

#3 - Workforce Supply / Competency

GONL will act as a “convener” for organizations, health care leaders, other associations, and educational partners to address models that will enhance the competency and supply of nurses.

OBJECTIVES	PLAN OF ACTION STEPS TO COMPLETION	IMPLEMENTATION TIMELINE COMPLETION DATES	RESPONSIBILITY	MEASURES OF SUCCESS OUTCOMES
<p>GONL fosters patient safety and quality of care as a primary focus of nurse leaders.</p>	<ol style="list-style-type: none"> In quarterly newsletters and at June and November nursing meetings, provide education regarding best practices in achieving high quality / core measure scores to promote GONL’s support of “Moving Georgia to the Top 10.” Pursue GONL representation on the GHA Quality Steering Committee (Mary Anderson & Jan Keys to represent GONL). 	<p>Winter Newsletter Spring Newsletter Summer Newsletter Fall Newsletter June Nursing Conf. November GONL Mtg.</p>	<p>Stuart Downs</p>	

#4 - Leadership

GONL is the state leader in strengthening nursing leadership across the continuum of care in all health care settings.

OBJECTIVES	PLAN OF ACTION STEPS TO COMPLETION	IMPLEMENTATION TIMELINE COMPLETION DATES	RESPONSIBILITY	MEASURES OF SUCCESS OUTCOMES
<p>GONL promotes the skills of executive leadership and introduces tools to support career development.</p> <p>GONL will be the voice of nursing for advocacy regarding legislative issues.</p>	<ol style="list-style-type: none"> 1. Promote management and executive Board Certification (by either AONE or ANCC) by distributing information accordingly at both the June and November bi-annual meetings. 2. Encourage GHA Certificate in Health Care Management & Leadership Program via GONL Newsletters 	<p>June 2009 November 2009</p>	<p>Stuart Downs Jan Keys</p>	

#5 - Creating an Engaged Membership

GONL continuously creates value in membership and engagement in the organization.

OBJECTIVES	PLAN OF ACTION STEPS TO COMPLETION	IMPLEMENTATION TIMELINE COMPLETION DATES	RESPONSIBILITY	MEASURES OF SUCCESS OUTCOMES
<p>GONL engages an increasing number of members as active participants in the ongoing work of the organization.</p> <p>GONL membership continues to grow among nurse leaders in America's hospitals and health systems.</p>	<ol style="list-style-type: none"> 1. Increase communication regarding membership through newsletters, emails, district meetings, phone conferences, and board meetings. 2. Encourage district presidents to include membership/recruitment as an agenda item at each of their district meetings. 3. Encourage the utilization of the GHA website for membership enrollment. 4. Encourage the utilization of the GHA website for posting & advertisement of district meeting dates, topics, etc. 	<p>Ongoing</p>	<p>Renee Gamble</p>	

#6 - Positioning Nurse Leaders as Valued Health Care Executives and Managers

Nurse leaders are critical to the effective and efficient delivery of safe patient care within health care organizations across the continuum of care.

OBJECTIVES	PLAN OF ACTION STEPS TO COMPLETION	IMPLEMENTATION TIMELINE COMPLETION DATES	RESPONSIBILITY	MEASURES OF SUCCESS OUTCOMES
<p>Nurse leaders are perceived as valuable members of executive and management teams in health care organizations, capable of leading the development, implementation, and evaluation of evidence-based patient care delivery systems that produce high-quality, safe patient outcomes.</p> <p>GONL provides opportunities for continued professional development of nurse executives in CEO, COO and other senior leadership roles through education, resources and networking.</p>	<ol style="list-style-type: none"> 1. Provide educational offering on "Board Shadowing Project" from Hamilton Medical Center at either June or November nursing conferences. 	<p>November 2009</p>	<p>Jan Keys</p>	